November 2005

HUMAN RESOURCES COMMITTEE NEWS

Highlights

- Succession Management and Planning

- Workforce Planning

- IGEL Statistics

- FEI Class

- Awards Ceremony

Upcoming Meeting

The Human Resources Committee will hold its next meeting in January.

Committee Members

Nikki L. Tinsley, Chair
Hubert Bell
Robert Cobb
Robert Emmons
Daniel Levinson
Dave Williams
Kirt West
Thomas Gimble

If you have any questions, please contact: John Mullins at (202) 566-2675.

Succession Management and Planning

The Human Resources (HR) Committee has gathered and analyzed information on Succession Management and Planning (SMP). Mr. John Mullins, an HR Committee staffer, briefed the HR Committee on SMP, describing it within a framework of organizational, strategic, and workforce planning. The presentation included a guide on how to approach SMP based upon the results of a thorough risk analysis. Mr. Mullins provided the HR Committee with diagnostic questions to assist the community in understanding how an organization may want to approach its analysis. The HR Committee findings and recommendations will be presented to the PCIE at a future meeting.

Workforce Planning

Consistent with the Strategic Framework, the HR Committee is in the early stages of a new project on Workforce Planning. The draft project plan was presented to the HR Committee at the last meeting, and the plan is being finalized. The Workforce Planning initiative will provide a framework for integrating past, present, and future initiatives of the HR Committee. Deliverables from this initiative will include: a workforce planning tool box, a workforce development model, a comprehensive recruitment strategy including model recruitment materials, a professional recruitment video, a communications strategy, and an enhanced PCIE/ECIE Web presence. Overall, the HR Committee envisions this initiative will

accelerate and improve the professionalism and synergy of human capital programs throughout the PCIE/ECIE community. Similar to the IGEL initiative, inspectors general will be fully involved in the direction setting and requirements phase of the project.

IGEL Statistics

- Total number of active users: 1,211
- Total course accesses: 3,131
- Average accesses/student: 2.6
- Total number of distinct courses accessed: 296
- Total number of courses completed: 1,900
- Total SkillSims accessed: 13
- Evaluations received: 880
- Total training time (in hours): 3,227

Books:
- Number of occupied seats: 417
- Total sessions: 1,194
- Total active minutes: 13,484
- Total number of HTML pages read: 8,670

All statistics as of November 1, 2005.

FEI Class

The next FEI class is November 28 through December 9, 2005. Please encourage your staff to register as soon as possible. Questions should be directed to John Mullins at (202) 566-2675.

Awards Ceremony

The PCIE/ECIE Annual Awards Ceremony, held in Washington, DC, on October 26, 2005, was a huge success. Special thanks to Daniel Levinson and Dave Williams for their support of this event.